# DEMO SCRIPT

## SAC – Workforce Analytics (WFA)
## Community Content version



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| **Scenario ID:** | **19130** |

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| **General Information** | • Cross-Industry |
| | • P&A - SAP Analytics Cloud |
| | • Workforce Analytics & Planning |
| | • SuccessFactors |
| | • Global Scenario |

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|---|---|
| **Author** | • SAP |

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|---|---|
| **Date Last Updated** | **12 Dec 2023** |

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|---|---|
| **Wave** | **2023.22** |

# Contents

# 1   Demo Script Overview

## 1.1   Highlights

A service offering melding together the functionality of SAP SuccessFactors Workforce Analytics (WFA) with SAP Analytics Cloud (SAC) technology.  The solution combines the power of WFA's data transformation with the visualizations, planning and predictive functionality of SAC. The result is a modern and intuitive interface empowering users to analyze data and create actionable insights.

## 1.2   Why Now?

Many companies are facing Planning & Analysis challenges in the Digital Economy:

- Unified experience across all HR reporting, analytics, and planning
- Enhanced ability to gain actionable insights from your data
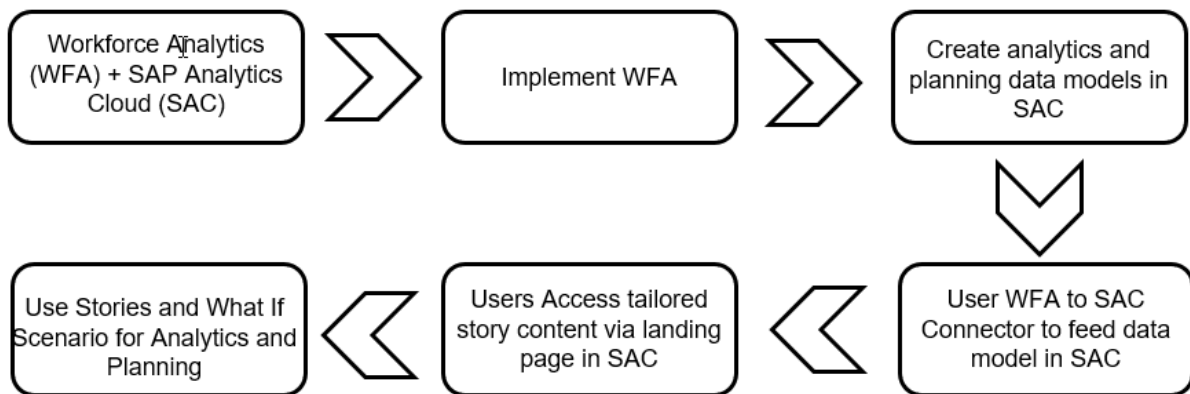- Provides progression from analytics to planning

## 1.3   Why SAP?

- Enhanced visualization capabilities
- Decades of experience in establishing metrics standard for HR
- Increased owner control empowering the business to take action (like code mappings, measure creations etc.)
- Guided user interactions with their data
- End-to-end business process integration including native SAC to WFA
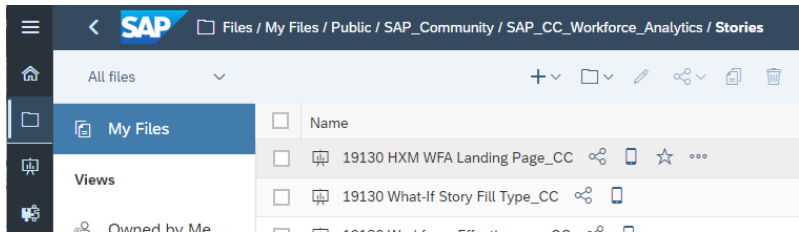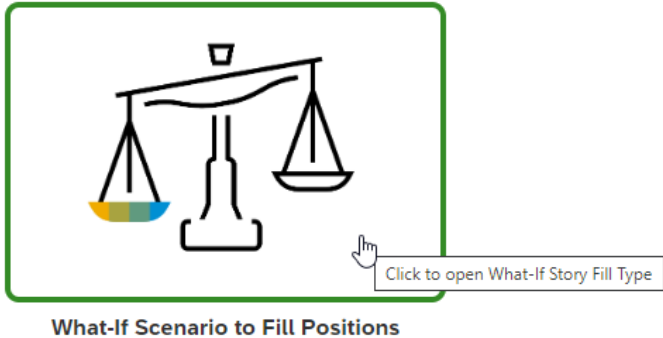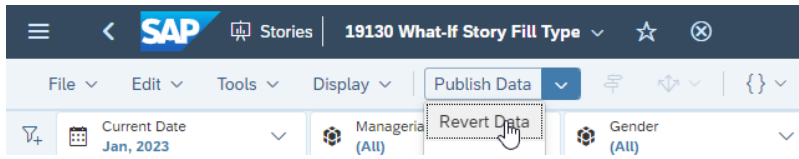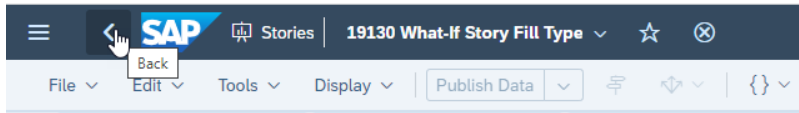- Ability to combine HR and non-HR data to one report/analysis in SAC

## 1.4   Story

Julie is an HR reporting expert and is asked to help the CHRO understand what opportunities they to improve equality in the workforce and plan for the future. Julie is unsure where to start, so he reviews his SAP toolset. He begins with the guided story experience to answer basic questions such as tenure, age, salary disparity within the company. Then using the classification predictive features combined with his WFA data set he quickly reviews the highest contributing factors to these risk and opportunities. He starts to think about how the company might embrace or change initiatives and uses the what if analysis to evaluate short term impacts. Julie is now ready to present to the CHRO. He has confidence that they can use these insights to begin their planning journey and even take some quick actions as they work towards establishing full operational and strategic planning capability for their organization.
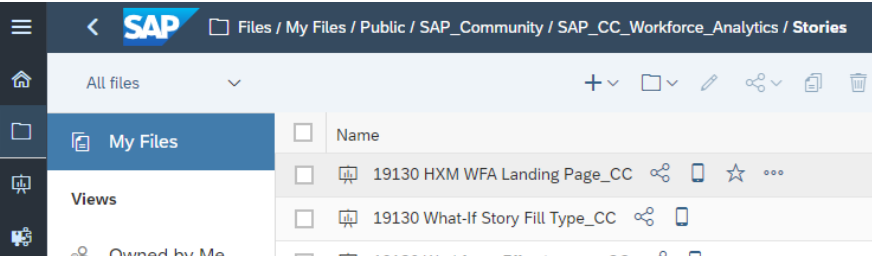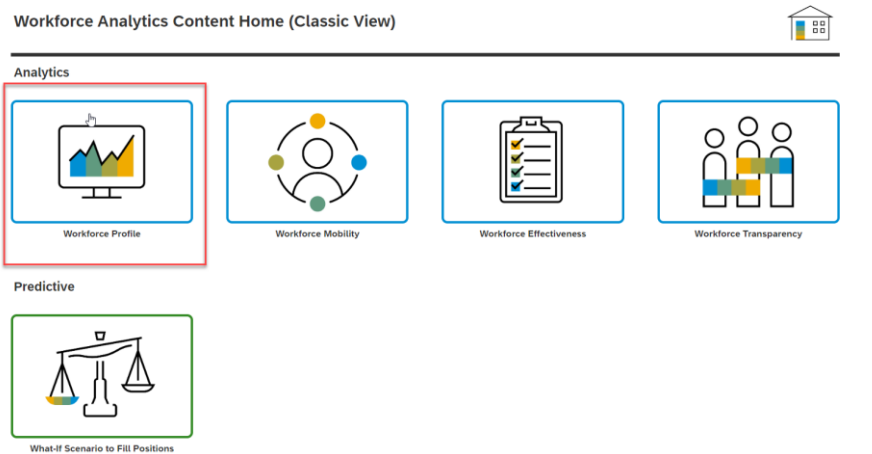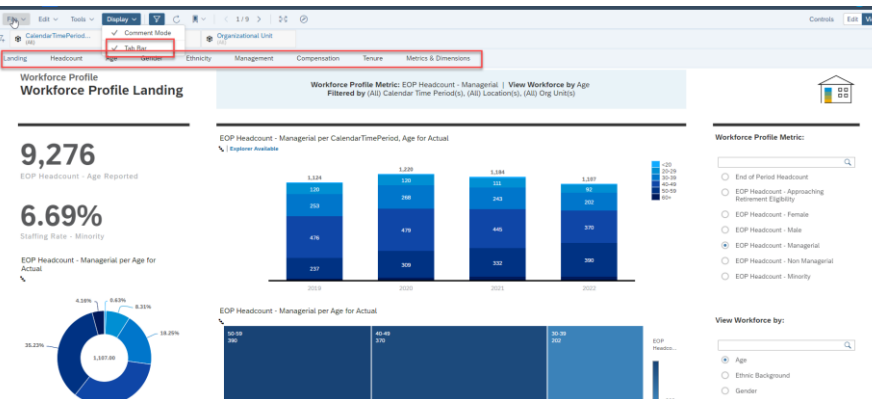
## 1.5   Process Flow Diagram



```
Workforce Analytics        >>    Implement WFA    >>   Create analytics and
(WFA) + SAP Analytics                                  planning data models in
Cloud (SAC)                                            SAC
```

Use Stories and What If   <<   Users Access tailored   <<   User WFA to SAC
Scenario for Analytics and     story content via landing     Connector to feed data
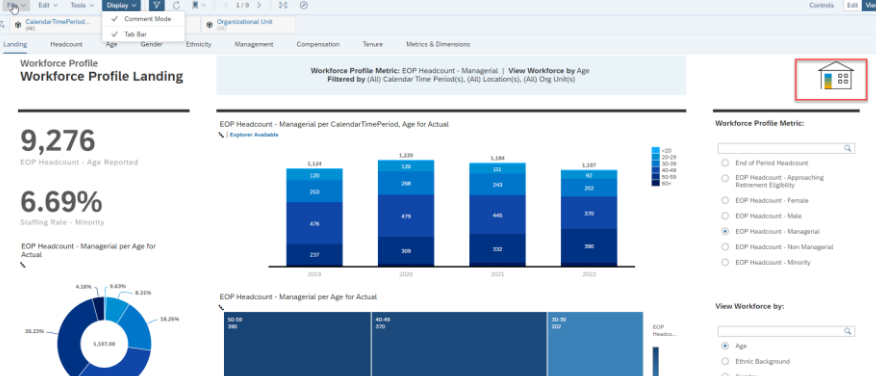Planning                       page in SAC                    model in SAC
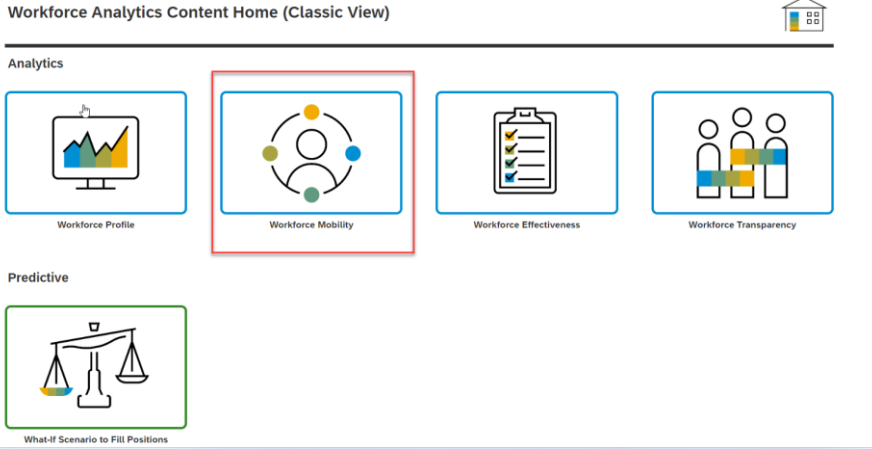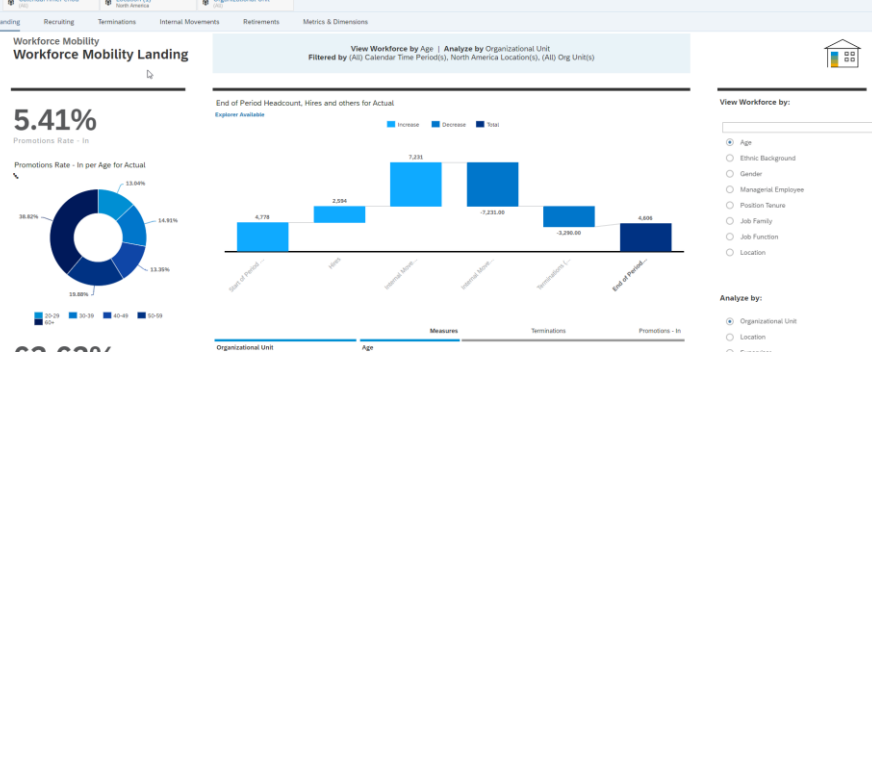
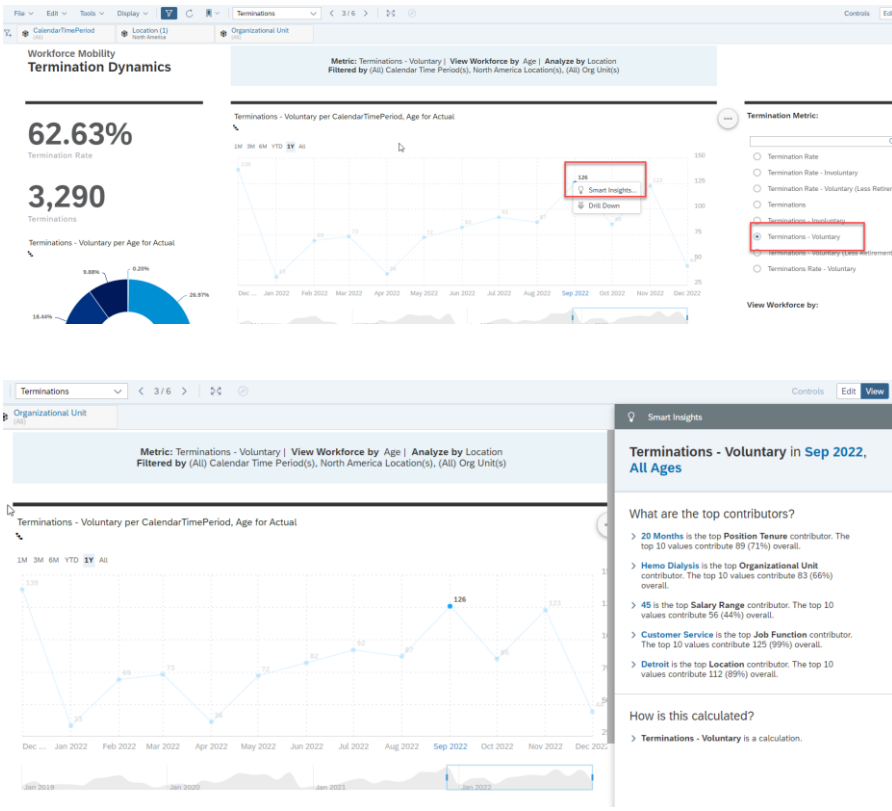## 1.6    Pre-Demo Steps

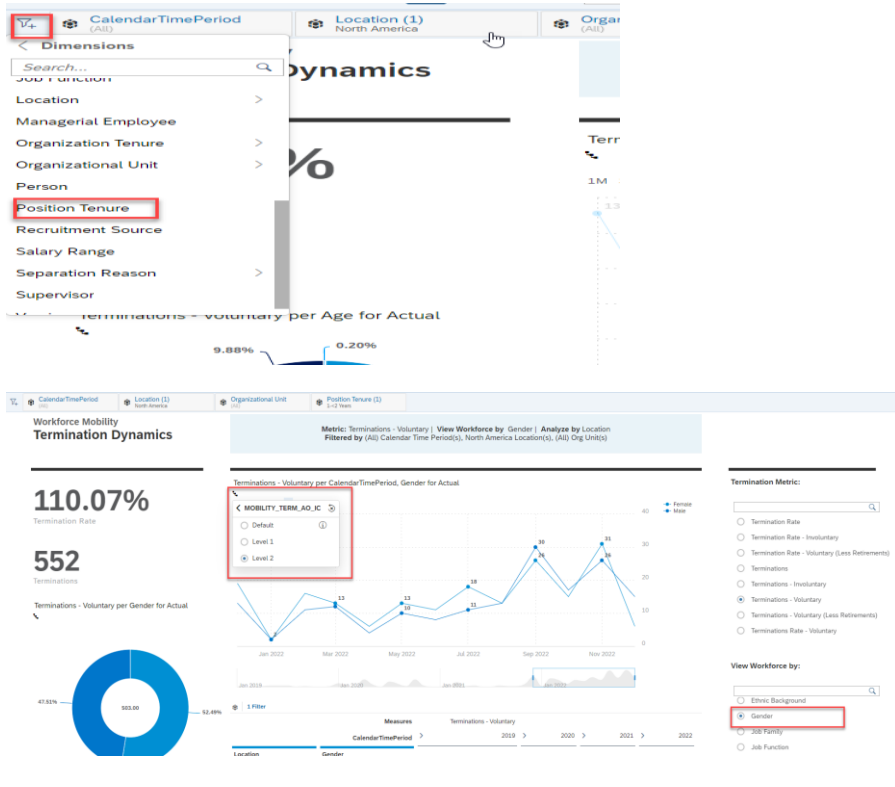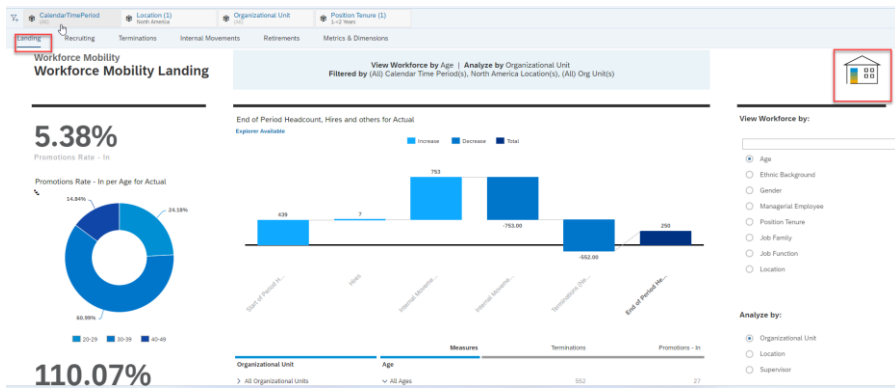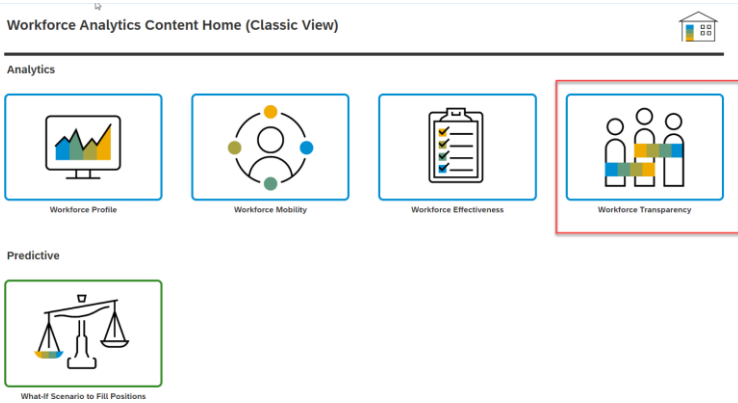| Required Pre-Demo Steps | |
|---|---|
| - Navigate to this folder **//Public/SAP_Community/ SAP_CC_Workforce_Analytics/ Stories**<br><br>- Open story **19130 HXM WFA Landing Page_CC** |  |
| - Click the Tile for the **What-if Scenario** | **Predictive**<br><br><br><br>Click to open What-If Story Fill Type<br><br>**What-If Scenario to Fill Positions** |
| - Revert the data in the Planning model if the prior user did not do so before leaving the Planning story. |  |
| - Click **Back** in the Story's banner. |  |
| **You are now ready to Demo** | |

## 2 Step-by-Step Guide

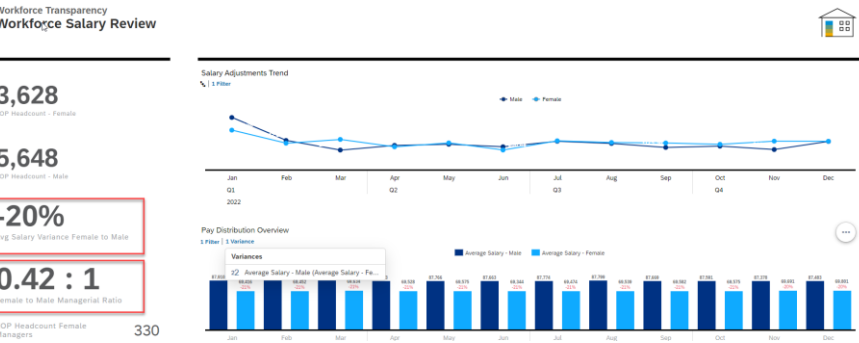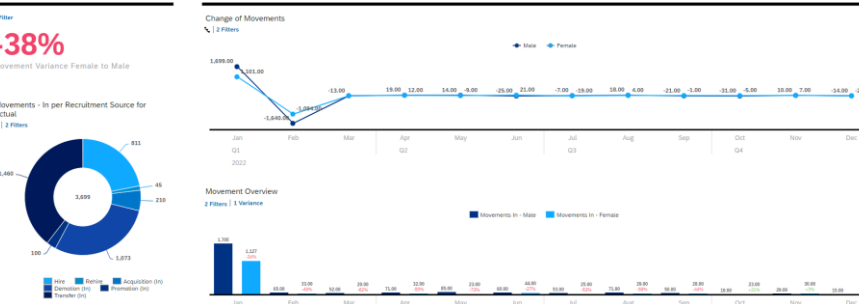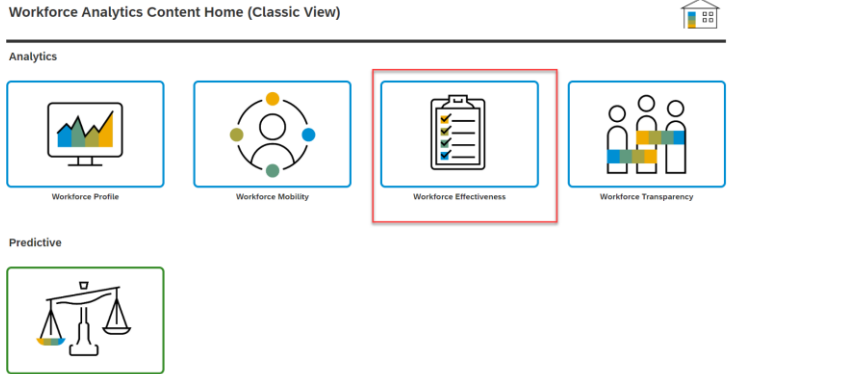| | Actions | Screenshots | Explanation |
|---|---|---|---|
| 1. | Navigate to this folder **//Public/SAP_Community/ SAP_CC_Workforce_Analytics/Stories** <br><br> Open story **19130 HXM WFA Landing Page_CC** |  | |
| 2. | Click on the Workforce Profile story. |  | The re-imagined measure pages are the self service option for users to do their own reports and investigations all from the power of WFA metrics and hierarchies. In the landing page these are seen as workforce profile and workforce mobility stories. This is where Julie would start his review from the CHRO and see what trends exist for Turnover across jobs and organizations. <br><br> Workforce Effectiveness and Workforce Transparency take user through specific dashboards targeting 1 topic or question for analysis and overall action opportunity. This supports what Julie will propose as opportunities for the organizations initiatives to the CHRO. |
| 3. | Change your default display view to tab bar |  | Inside the re-imagined measure pages you will find highlighted areas of interest pre-developed for more intuitive user experience by looking at the individual pages. |

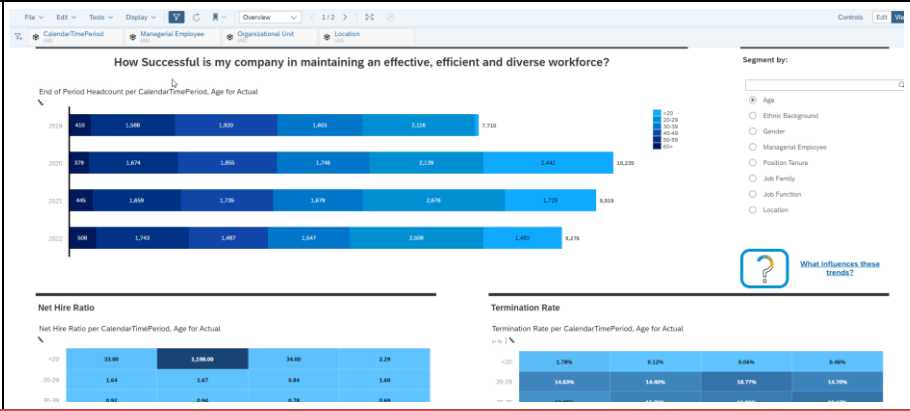| | Actions | Screenshots | Explanation |
|---|---|---|---|
| **4.** | Click on the Ethnicity page (for E.U. click on Gender tab as ethnicity is not tracked like in the US) | | Notice here the user can quickly see their headcount trend over time for the breakout of ethnicities to review diversity targets as organizations strive for equal opportunity. |
| **5.** | Click back on the Landing tab page On Landing page click on the home image in top right | | Easily navigate back to the overall content landing page by clicking the home button found on the first page of any story in the top right |

| | Actions | Screenshots | Explanation |
|---|---|---|---|
| **6.** | Click on the Workforce Mobility Story |  | |
| **7.** | Change your default display view to tab bar |  | The Mobility Story targets the flow of employees into, out of and throughout your organization. Specifically with Workforce Analytics we can highlight internal movements between organizations to give an overall insight of how you are changing/developing. For example if you know a specific job role is going to be reduced where have those employees in the past moved within the organization, can you create a targeted upskill plan to keep your employees and their overall knowledge as your organization changes with new technology and products.<br><br>In terms of Julie's goal he will look to see if gender or race have an impact of the trends of movements and opportunities for growth within their organization. |

| | Actions | Screenshots | Explanation |
|---|---------|-------------|-------------|
| **8.** | 1 - Click on Terminations tab<br>2- Change Termination metric on right to Terminations Voluntary<br>3 - then right click on Sept 2022 point in line chart to select smart insights | <br><br> | To dive further Julie will employ Smart Insights which uses the SAC engine capabilities to analyze all the data in your model from WFA (going beyond the specific filters you currently have chosen for your story) to highlight the top contributors to that data point.  It also has a quick view of the data calculation of the measure you are looking at to realign your understanding if needed.<br><br><br>You can see here the top contributors to voluntary terminations in Sept 2022 are 20 months position tenure and the Hemo Dialysis organization.  You can take this information to dive deeper into understanding your data and organizational trends to influence and create actionable initiatives. |

| | Actions | Screenshots | Explanation |
|---|---------|-------------|-------------|
| **9.** | Click on the filter in the top left choose dimensions > position tenure > 1-2Year. Change View workforce by on the right to gender Change drill down of the mobility_Term input control to level 2 |  | We have now quickly added additional filters to our story based on the top contributors for an enhanced analysis of what groups make up our voluntary terminations by female/male trends to help Julie target critical areas for improvement in his search or equal opportunity. These re-imagined standard measure pages beginning with core mobility data can develop based on any additional metrics packs. Our goal is interactive, intuitive insights for the user. Now as we navigate back to the landing page we will show the ability of targeted dashboards |
| **10.** | Click on the landing tab Click on the home icon in top right of the landing tab to return to home page |  | |

| | Actions | Screenshots | Explanation |
|---|---|---|---|
| **11.** | From landing page click on the workforce transparency story |  | Workforce Transparency is a targeted dashboard used to monitor goals, and evaluate opportunities among a given topic. Our example is based on equal opportunity as Julie prepares his report for the CHRO. |
| **12.** | |  | Notice here that on average females make 20% less than males and there are more than 2 males to every female manager.<br><br>Now an organization as a whole may be too wide a net to truly identify opportunity so lets break down to the job function |
| **13.** | Scroll down to the table breakdown by job function on same page |  | Here we have added a threshold directly to the table to highlight areas of highest discrepancy and thus areas with greatest opportunity.<br><br>However, Salary is not the only way to define opportunity so we will also review career growth |

| | Actions | Screenshots | Explanation |
|---|---|---|---|
| **14.** | Move to page 2 advancement |  | We see here that females have 38% less movement occurring throughout the organization and apologies for our demo data but almost no promotions.<br><br>This means we can work with our organization to create strategy to grow and develop women in the targeted job function areas to close the gap for equality with better growth opportunities while also creating higher wages and closing the salary gap.<br><br>But is this possible, how? |
| **15.** | Move to page 3 Opportunity |  | First let's review the opportunities we currently give our employees for example, how many training hours are females taking, could we offer more courses?<br><br>Are they nominated as successors, can we enhance coaching and development goals?<br><br>What are their performance ratings?<br><br>Overall use your data and work together as an organization to create specific strategies around these opportunities to lead to better equality and then come back to these reports and monitor progress. |
| **16.** | Go back to page 1 salary and click on the home button in top right to get to the landing page<br><br>Click on Workforce Effectiveness Story |  | Now how about we take this story one step further and bridge the gap to start planning.<br><br>In workforce effectiveness we ask ourselves as Julie would, "how are we as an organization developing and maintaining our workforce. What would it mean for us to incorporate the new initiative around succession management?" |

| | Actions | Screenshots | Explanation |
|---|---------|-------------|-------------|
| **17.** | |  | This page is a high-level overview of headcount, termination rates, and net hire ratio (hires compared to terminations). What is our turnover and does that view change whether segmented by age, gender, tenure, jobs etc. |

# 3   Appendix

1. What if I do not have WFA?
   a. WFA highlights enhances HR analytics by creating time series trends, creating hierarchy structures for drill down review, completes complex calculations of the movements into and out of variance jobs and parts of the organization all while creating a history of these metrics across a globally defined definition to allow for confident forecasting and future planning.  WFA can be turned on quickly using the quick start option from the SAP store or scoped through services. For more information see services [catalog](#).

2. How do I get my data in?
   a. There is a standard connector from WFA to SAC that is used to populate the model and can be scheduled for refresh of the data.
   [https://help.sap.com/docs/SAP_SUCCESSFACTORS_PEOPLE_ANALYTICS/6d67a922bf7c4a79b1e3088247341d28/9c70a38e5bb24a89bd30353351e660be.html?q=WFA%20to%20SAC%20connector](https://help.sap.com/docs/SAP_SUCCESSFACTORS_PEOPLE_ANALYTICS/6d67a922bf7c4a79b1e3088247341d28/9c70a38e5bb24a89bd30353351e660be.html?q=WFA%20to%20SAC%20connector)

3. Can I change the dashboards?
   a. Yes these are examples of standard template deliverables.  Charts/graphs color pallete can all be changed.
   b. New stories can also be created based on same model of data and added to overall landing page.  Analytics stories can grow as you as a company grow.

4. What if we have more than core workforce data in WFA, can it all be brought into SAC.
   a. Overall, yes you will see in this demo some data such as performance rating, training hours, and succession readiness have been brought in as examples to show this can grow and use other metrics packs(see workforce transparency story > opportunity page).  Overall scope cost will change based on what SAP is building.

4. What kind of security can be set how does it compare to WFA?

   a. Tree Security can be set at the vertical level against any of the hierarchies in the model similar to WFA tree security.

   b. NOTE security does not transfer with the API it does need to be maintained in SAC through SAC functionality of users, teams, roles, and tree security.

   c. Roles help define the functional security, am I allowed to xyz functionality versus tree security can I see xyz data.

# 4   Document Update Notes

| Date | Notes |
|------|-------|
| **14 Oct 2023** | Community Content version of the script |